

**GOVERNMENT OF THE DISTRICT OF COLUMBIA
OFFICE OF HUMAN RIGHTS**



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In accordance with mayor's Order 2002-175, Agencies that report to the Mayor are to ensure that all documents which recite the District of Columbia's policy against discrimination shall contain the following uniform language:

NOTICE OF NON-DISCRIMINATION

In accordance with the D.C. Human Rights Act of 1977, as amended, D.C. Official Code Section 2-1401.01et seq., (Act) the District of Columbia does not discriminate on the basis of actual or perceived: race, color, religion, national origin, sex, age, marital status, personal appearance, sexual orientation, familial status, family responsibilities, matriculation, political affiliation, disability, source of income, or place of residence or business. Sexual harassment is a form of sex discrimination which is prohibited by the Act. In addition, harassment based on any of the above protected categories is prohibited by the act. Discrimination in violation of the Act will not be tolerated. Violators will be subjected to disciplinary action.

OHR is charged with ensuring that Agencies, which report to the Mayor, comply with this Executive Order. April 2003 was the date identified to the mayor's office as the date that all Agencies would be in compliance with said order. As of March 26, 2004 eleven (11) agencies are in compliance with the Mayor's Order. The following agencies are in compliance with the Mayor's Order:

District of Columbia Public Schools
Office of Aging
Department of Human Services
Office of Contracting and Procurement
District of Columbia Public Library
District of Columbia Taxicab Commission
Department of Consumer and Regulatory Affairs
Department of Employment Services
State Education Office
Department of Corrections
Office of Human Rights

In our attempt to provide guidance and assistance to those Agencies not in compliance with the Mayor's Order, the following information is provided:

Lessons

1. This Order shall be applicable to all agencies under the direction and control of the Mayor. This Order governs uniform language, which shall be placed in any document that recites the District's anti-discrimination policy. Examples of such documents are: job postings, equal employment opportunity notices, general orders, departmental directives, special instructions, and materials processed through the Administrative Issuance System which recite the District's anti discrimination policy.
2. The Director of the D.C. Office of Human Rights, or the designee thereof, is authorized and directed to implement this Order and to monitor the compliance of executive departments and agencies with its directives.
3. Agencies will provide a copy of all documents displaying the uniform language in D.C. Government Anti-Discrimination Issuances and Equal Employment Opportunity Notices. Each document will be separated with a blue separation page. The Office of the mayor will keep each Agencies submission in a binder available for inspection.

Please provide the name, telephone number and or email address of the designated contact person for this matter. Please feel free to have your Agency representative contact Kenneth L. Saunders, Director of OHR, at (202) 727-4559 with any additional questions or concerns. The OHR looks forward to your continued cooperation in connection with this directive.